

Trustees of Lunenburg Public Library Meeting
February 1, 2012; 7:00 p.m.

Attending: Noelle Bodkin, Lisa Krowitz, Richard Mailloux (LPL Trustees Chair), John Mara, Kathy Murray, Jeanne Raboin, Amy Sadkin (LPL Director), Len Smetana, Marc Terry (Town of Lunenburg Counsel); Sherri Freeman, John Flick (Ms. Freeman's Attorney)

Public Comment: There was no public comment.

1. Meeting: To hear complaint against Ms. Sherri Freeman, Lunenburg Public Library employee, as brought to Trustees by Ms. Amy Sadkin, Lunenburg Public Library Director. Trustees will also hear Ms. Freeman's statement in response to complaint.
 - a. Mr. Terry reviewed the purpose of the meeting (See M.G.L. Chapter 39, Section 21A [1]) and described the meetings procedure pertaining to complaint against Ms. Freeman (See letter to Ms. Freeman from Trustees of LPL, dated January 25, 2012)
 - b. Mr. Mailloux and Mr. Terry reported that Ms. Freeman requested this be an open meeting, rather than in executive session as had been publicly posted. Ms. Freeman confirmed that she wished the meeting to be in open session.
 - c. At the request of Ms. Sadkin, Mr. Terry read the outline and description of the events of Tuesday, December 20, 2011, that led to the complaint and subsequent placement of Ms. Freeman on paid administrative leave from her position at Lunenburg Public Library, and request by Ms. Sadkin to terminate Ms. Freeman as an employee of the Lunenburg Public Library in accordance the provisions of the Town Charter.

Following Mr. Terry's presentation, members of the Board asked questions of Ms. Sadkin pertaining to the complaint, incident, Ms. Sadkin's actions and library and town policies and procedures regarding employee work guidelines and expectations.

Mr. Terry informs the Trustees that Ms. Freeman's employment is covered by the Town's Salary Admin Plan.

- d. Ms. Freeman gave Affidavit of Patricia Dupont to Mr. Mailloux and presented her statement as to the events of Tuesday, December 20, 2011 to Trustees.

Following Ms. Freeman's statement, members of the Board asked questions of Ms. Freeman pertaining to the incident, her job, and library policies and procedures.

Ms. Murray, Board member, informed the meeting that after the incident she and Mr. Mailloux met with Ms. Sadkin and Ms. Freeman; this was at the suggestion of Kerry Speidel, Lunenburg Town Manager.

Ms. Sadkin responded to Ms. Freeman's statement, commenting that she remembers the chain of events and responses differently.

2. After statements by Ms. Sadkin and Ms. Freeman, Mr. Terry suggested that the Board deliberate, and outlined the Board action options.
 - a. Options: It is the Board's responsibility to decide on which option to pursue
 - a. Decision to initiate termination proceedings: Case warrants further inquiry and discovery, full hearing with witnesses from both parties. After hearing Board then decides if case warrants suspension of up to 15 days, termination or no action. This action requires a Board motion.
 - b. Board may resolve matter with a written warning for which no further proceeding is required. Matter would be resolved. This action requires a Board motion.
 - c. Board can choose to take no action. This action occurs if no motion to the contrary is taken.
 - b. Board discussed options, asking Mr. Terry for information regarding each option.

MOTION made by John Mara, seconded by Jeanne Raboin

The Trustees move to initiate termination proceedings against Ms. Freeman pursuant to the Lunenburg Town Charter.

The motion was opened for discussion.

Motion passed; 5 in favor, 1 against, 1 abstention.

3. Mr. Terry outlines the Decision to Terminate procedures
 - a. Board conducts proceedings and parties' counsels would cross-examine, Board would be able to ask questions of both parties and witnesses.
 - b. Board appoints a hearing officer, who would then conduct hearing, and then pass along recommendations to Board. Board can be present at hearing.

Board discussed options.

MOTION made by John Mara and seconded by Kathy Murray

The Trustees of the Lunenburg Public Library authorize the Town Manager and Town Counsel, on behalf of the Board, to prepare and serve Ms. Sherri Freeman with the notice required under the Town Charter consistent with the Board's vote to initiate disciplinary proceedings.

Motion passed unanimously.

4. Board will hold this hearing on Thursday, February 9 at 7 pm. Location to be determined.

MOTION made by Dick Mailloux and seconded by John Mara to adjourn.

Meeting adjourned at 8:35 pm.

Respectfully submitted,

Jeanne Raboin, Secretary
Trustee, Lunenburg Public Library